

**6th Recruiting
Brigade
Partnership Zone**

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- ✓ To brief the 6th Recruiting Brigade Partnership Zone Conference.
- ✓ Discuss AR Strength
- ✓ Discuss Precision Recruiting
- ✓ Discuss the Readiness Realignment Model



FY 12 Weekly Strength Update

Weekly SELRES Strength

As of 5 May 12

SELRES Strength

	Off	WO	Enl	ESO	Actual
TPU	26,269	2,417	155,960	184,739	184,646
AGR	3,599	693	11,746	16,261	16,038
IMA	2,146	107	605	4,000	2,858
TOT	32,014	3,217	168,311	205,000	203,542
Change from previous week	(89)	(3)	(296)		(388)

Monthly Accessions and Transfers As of 30 Apr 2012

Enlisted Missions

Agency	Annual Mission	YTD Achieved
USAREC		
NPS	12,000	8,586
PS	4,000	1,511
ARCD (IRR-TPU)	6,575	3,663
HRC(AC-RC)	4,300	2,525
Total	26,875	16,285

Officer Missions As of 30 Apr 2012

Agency & Mission	Annual Mission	YTD Mission	YTD Achieved
USAREC AMEDD Mission Glide	796	462	363
USAREC Chaplain Target	155	78	84
ARCD IRR-TPU Mission	1,550	919	1,059
USAREC OCS/DC Mission Glide	320	168	164
ARCD DC/OCS Mission Glide	95	56	32
HRC AC-RC Mission	740	310	216
USACC ROTC Mission Glide	1,125	315	169
ARCD Warrant Mission	350	199	195
Total	5,131	2,507	2,282





SELRES Strength

FY 02 to Present

EOY FY11: 204,803
Current Strength as of 30 APR 2012:
203,753



Precision Recruiting - The Beginning

AR Unit

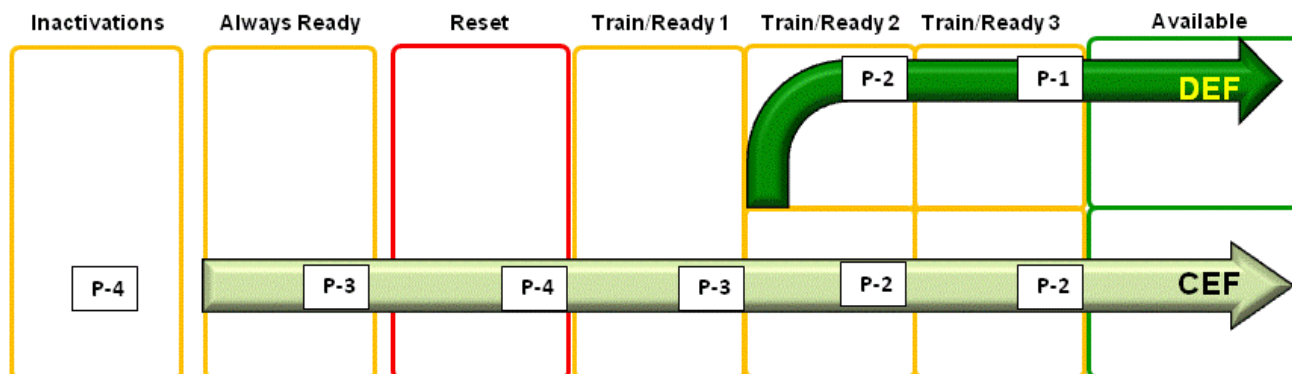
Grd	Reqd	Asgn	DMOSQ	A_Pct
O5	1	3	3	300%
O4	19	8	8	42%
O3	38	11	11	29%
O2	1	9	6	900%
E9	1	1	1	100%
E8	12	5	5	42%
E7	31	14	11	45%
E6	28	19	17	68%
E5	29	49	36	169%
E4	40	74	58	185%
E3	3	47	30	1567%
CD		1	0	
	331	379	312	115%

- ❑ On Aug 11, USARC G3/5/7 conducted a Rehearsal of Concept Drill (ROC Drill) to determine the readiness of units moving through ARFORGEN cycles
 - ✓ Reviewed assigned Soldiers by MOS, rank, and UIC
- ❑ AR G1 was tasked to develop a Manning Strategy to deliver the “Right Soldier, in the Right Place at the Right Time”
- ❑ Selected UICs are briefed to the DCG during the Aim Point Update (APU) to measure unit readiness

- ✓ Began the adjustment of overstated REQUEST vacancies, overstrength vacancies, and mob vacancies
- ✓ Developed a precision requirement model strictly based on ARFORGEN needs
- ✓ Prohibited the loading of “Vacancies On-Demand”
- ✓ Incentives are designed to support ARFORGEN, no incentives for Soldiers in overstrength



AR G-1 ARFORGEN Manning Model



NPS Manning	Inactivation	Already Ready	Reset	Train/Ready 1	Train/Ready 2	Train/Ready 3	Available
DEF	NA	NA	NA	NA	1	6*	8*
CEF	NA	4	5	3	2	7*	9*
PS Manning							
DEF	NA	NA	NA	NA	1	2	8*
CEF	NA	6	7	5	4	3	9*

- ✓ REQUEST vacancies reflect the requirements of ARFORGEN
- ✓ Close coordination with USARC G3/7 for “Will Train” vacancies
- ✓ Not every unit will be manned at 100%



Readiness Realignment Model

- ❑ Developed to provide Commanders a tool to rebalance the force
- ❑ Web based application linked to RLAS with capability to produce orders
- ❑ Where multiple Soldiers (same MOS and grade) meet eligibility guidelines, the Application selects the Soldier with the longest time assigned to the unit, i.e., Soldier assigned the longest is first eligible for reassignment
- ❑ Manning Strategy Criteria:
 - ✓ Reassignment to a unit in an “equal or further to the right” ARFORGEN unit
 - ✓ Optimized the realignments to TR2 and TR3
- ❑ Maintain a “History Trail” to provide trends to leadership, e.g., number reassigned, number of alibis, and number of Soldiers who decline the move



- The 123 MP Co is currently at 159% strength. This unit can donate Soldiers to 20 different UICs in the area

Current State - 31B in 123 MP Co

Grade	Reqd	Asgn	Pct
E7	4	5	125%
E6	11	17	155%
E5	28	26	93%
E4	43	67	156%
E3	44	58	132%
Total	130	173	133%

31B
Strength
decrease
s from
133% to
120%

Desired State - 31B in 123 MP Co

Grade	Reqd	Asgn	Pct
E7	4	5	125%
E6	11	17	155%
E5	28	26	93%
E4	43	64	149%
E3	44	44	100%
Total	130	156	120%

• Use the Readiness Realignment Model to move:

- 14 X E3: 31B
- 3 X E4: 31B

Realigned 3 E4s internally to the E5 vacant positions

Current State - 31B in 456 MP Co

Grade	Reqd	Asgn	Pct
E7	0	2	0%
E6	2	4	200%
E5	10	7	70%
E4	22	22	100%
E3	44	8	18%
Total	78	43	55%

31B
Strength
increase
s from
55% to
77%

Desired State - 31B in 456 MP Co

Grade	Reqd	Asgn	Pct
E7	0	2	0%
E6	2	4	200%
E5	10	10	100%
E4	22	22	100%
E3	44	22	50%
Total	78	60	77%





Questions

